Equal Employment Opportunity Data Posted
Pursuant to the No Fear Act:

CBP (and below)

For 1st Quarter 2017 for period ending December 31, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
	2012	2013	2014	2015	2016	
Number of Complaints Filed	261	245	220	235	310	80
Number of Complainants	245	229	207	226	296	79
Repeat Filers	14	16	10	9	14	1

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2017Thru12-31
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2012	2013	2014	2015	2016	
Race	59	66	63	59	67	23
Color	18	13	15	14	21	6
Religion	13	9	11	11	9	4
Reprisal	119	106	110	109	138	35
Sex	87	76	65	75	100	23
PDA	4	1	2	6	4	3

National Origin	57	44	50	49	77	20
Equal Pay Act	0	1	0	0	0	1
Age	88	71	47	82	80	24
Disability	52	38	48	55	88	16
Genetics	0	2	2	0	2	0
Non-EEO	14	7	7	15	18	6

Complaints by Issue	**Comparative Data**					
	Previous Fiscal Year Data					**2017Thru12-31**
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	**2012**	**2013**	**2014**	**2015**	**2016**	
Appointment/Hire	9	9	9	12	10	2
Assignment of Duties	45	26	32	25	51	11
Awards	5	3	4	8	9	2
Conversion to Full Time/Perm Status	0	0	0	0	1	0
Disciplinary Action						
Demotion	3	0	1	1	0	0
Reprimand	10	18	14	7	5	1
Suspension	15	12	14	11	17	3
Removal	3	0	1	2	4	2
Other	0	0	0	0	5	3
Duty Hours	6	5	2	4	8	0
Perf. Eval./ Appraisal	4	6	2	6	5	3
Examination/Test	1	4	2	2	2	0
Harassment						
Non-Sexual	89	88	103	93	151	39

Sexual	7	10	11	14	7	1
Medical Examination	7	3	6	6	9	2
Pay including overtime	11	10	15	7	7	0
Promotion/Non-Selection	56	46	41	48	66	14
Reassignment						
Denied	9	12	8	13	11	2
Directed	7	5	6	2	3	2
Reasonable Accommodation Disability	11	10	13	7	21	2
Reinstatement	1	0	2	3	1	0
Religious Accommodation	0	0	0	0	3	0
Retirement	2	1	3	1	1	0
Sex-Stereotyping	0	0	0	0	1	0
Telework	0	0	0	0	3	1
Termination	16	5	8	12	11	2
Terms/Conditions of Employment	27	15	13	14	16	2
Time and Attendance	22	8	8	11	22	6
Training	6	8	5	2	9	2
Other						
Workforce transformation	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	7	3
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	**Comparative Data**					
	Previous Fiscal Year Data					**2017Thru12-31**
	2012	**2013**	**2014**	**2015**	**2016**	

Complaints pending during fiscal year						
Average number of days in investigation	175.65	163.12	189.43	166.12	181.06	214.48
Average number of days in final action	115.36	86.51	51.45	48.72	62.79	79.11
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	179.53	160.28	191.69	168.19	182.78	215.53
Average number of days in final action	21.87	25.00	36.55	37.35	50.85	61.08
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	168.56	175.46	184.36	160.80	182.69	211.50
Average number of days in final action	210.22	149.17	103.64	67.58	81.50	110.00

Complaints Dismissed by Agency	**Comparative Data**					
	Previous Fiscal Year Data					**2017Thru12-31**
	2012	**2013**	**2014**	**2015**	**2016**	
Total Complaints Dismissed by Agency	32	32	37	27	23	4
Average days pending prior to dismissal	109	140	103	78	104	102
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	45	18	27	34	41	3

Total Final Agency Actions Finding Discrimination	**Comparative Data**											
	Previous Fiscal Year Data										**2017Thru12-31**	
	2012		**2013**		**2014**		**2015**		**2016**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Total Number Findings	5		2		4		1		9		0	

Without Hearing	1	20	1	50	0	0	0	0	6	67	0	0
With Hearing	4	80	1	50	4	100	1	100	3	33	0	0

Findings of Discrimination Rendered by Basis	**Comparative Data**											
	Previous Fiscal Year Data										**2017Thru12-31**	
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	**2012**		**2013**		**2014**		**2015**		**2016**			
	#	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**	**#**	**%**
Total Number Findings	5		2		5		2		8		0	
Race	0	0	0	0	1	20	0	0	2	25	0	0
Color	1	20	0	0	0	0	0	0	1	13	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	60	1	50	1	20	0	0	5	63	0	0
Sex	3	60	0	0	2	40	0	0	6	75	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	20	0	0	2	40	0	0	3	38	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	20	0	0	2	40	2	100	2	25	0	0
Disability	0	0	1	50	3	60	0	0	3	38	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	20	0	0	0	0	0	0	1	13	0	0
Findings After Hearing	4		1		3		1		3		0	
Race	0	0	0	0	1	33	0	0	1	33	0	0

Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	3	75	1	100	1	33	0	0	3	100	0	0
Sex	3	75	0	0	0	0	0	0	3	100	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	1	33	0	0	3	100	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	25	0	0	1	33	1	100	2	67	0	0
Disability	0	0	0	0	2	67	0	0	1	33	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	1	25	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		1		2		1		5		0	
Race	0	0	0	0	0	0	0	0	1	20	0	0
Color	1	100	0	0	0	0	0	0	1	20	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	2	40	0	0
Sex	0	0	0	0	2	100	0	0	3	60	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	1	100	0	0	1	50	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	50	1	100	0	0	0	0
Disability	0	0	1	100	1	50	0	0	2	40	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	1	20	0	0

Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2017Thru12-31	
	2012		2013		2014		2015		2016			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	5		2		5		2		8		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	20	0	0	2	40	0	0	2	25	0	0
Awards	0	0	0	0	0	0	0	0	1	13	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	20	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	20	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	20	0	0	3	60	1	50	2	25	0	0
Sexual	0	0	0	0	0	0	0	0	2	25	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	20	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	2	40	0	0	2	40	1	50	2	25	0	0

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	50	1	20	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	50	0	0	0	0	1	13	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	50	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	20	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Workforce transformation	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	4		1		3		1		3		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	1	25	0	0	1	33	0	0	1	33	0	0

Awards	0	0	0	0	0	0	0	0	1	33	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	1	33	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	25	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	3	100	1	100	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	1	25	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	2	50	0	0	1	33	0	0	2	67	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	1	100	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0

Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1	100	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	33	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Workforce transformation	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		1		2		1		5		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	1	50	0	0	1	20	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0

Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	0	0	0	0	2	40	0	0
Sexual	0	0	0	0	0	0	0	0	2	40	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	50	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	1	50	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	100	0	0	0	0	1	20	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0

Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
Workforce transformation	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	**Comparative Data**					
	Previous Fiscal Year Data					**2017Thru12-31**
	2012	**2013**	**2014**	**2015**	**2016**	
Total complaints from previous Fiscal Years	405	356	210	223	240	452
Total Complainants	341	299	180	188	214	404
Number complaints pending						
Investigation	6	1	0	0	0	108
ROI issued, pending Complainant's action	0	0	0	1	0	7
Hearing	175	161	191	210	215	298
Final Agency Action	14	12	18	11	24	35
Appeal with EEOC Office of Federal Operations	59	66	221	55	69	68

Complaint Investigations	**Comparative Data**					
	Previous Fiscal Year Data					**2017Thru12-31**
	2012	**2013**	**2014**	**2015**	**2016**	
Pending Complaints Where Investigations Exceed Required Time Frames	8	5	0	0	0	5